

DRAFT Summary Report, April 18, 2024

UNDRIP Strategy Engagement with Indigenous People from Diverse Nations in City of Vancouver

Engagement at a Glance

Engagement with the diverse Indigenous peoples living and working in the City of Vancouver commenced November 2023 – February 2024, with the objective of fostering dialogue around the City of Vancouver’s UNDRIP Strategy, sharing priorities and perspectives, and establishing pathways for future engagement.

November 2023 Engagements:

- Two engagement events (one online, one in-person).
- External Urban Indigenous Facilitator.
- Indigenous Relations team.
- Public Engagement team.
- Indigenous Reconciliation Planners for CoV.
- Talking Circle Facilitators.
- 3 witnesses from Urban Indigenous population and 1 City Councillor.
- 2 Speakers and 1 Floor Manager from the Squamish Nation.
- Approximately 50 participants engaged.
- Potluck Catering.

February 2024 Engagements:

- Two engagement events (one online, one in-person).
- External Urban Indigenous Facilitator.
- Indigenous Relations team.
- Public Engagement team.
- Indigenous Reconciliation Planners for CoV
- Talking Circle Facilitators.
- 4 witnesses from Urban Indigenous population.
- 1 Speaker and 1 Elder from the Tsleil-Waututh Nation.
- Approximately 84 participants engaged.
- Friendship Centre Caterer.

March 19, 2024, Engagement:

- In-person event at Crossroads.
- Indigenous City Staff invited through the Indigenous Employment Resource Group (IERG) email
- Approximately 14 participants engaged

Final Summit Spring 2024:

- April 27th, 2024, at 312 Main Street
- Musqueam speakers and knowledge holders.
- All previously engaged participants were invited.
- Senior Leadership invited (Mayor and Council and Deputy Manager)
- Reporting back on gathered information from the 4 engagement sessions and seeking validation.

Next Steps:

- Recommendations to be brought to Musqueam, Squamish, Tsleil-Waututh, and Vancouver (MSTV) Intergovernmental table for feedback on the report.
- Urban Indigenous Engagement Framework to be drafted.

The engagement process signifies a commitment to fostering inclusive dialogue and collaboration with diverse Indigenous communities within the City of Vancouver, setting the stage for ongoing reconciliation efforts and relationship building.



Acknowledgements

The Indigenous Relations team extends its deepest gratitude to the x^wməθk^wəyəm (Musqueam), Sk̓wx̓wú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations, whose unceded, ancestral, and traditional lands we are grateful to live and work on. We say “traditional” to recognize how land was traditionally used or occupied; “ancestral” to honor intergenerational land stewardship; and “unceded” to recognize the absence of treaties or agreements relinquishing land to the Crown. We also acknowledge the collective efforts of all who contributed to the success of these events, including:

Speakers, Knowledge Holders and Elders

Sk̓wx̓wú7mesh knowledge holders Wendy Nahanee, Ian Campbell, and Mandy Nahanee opened and closed the November 2023 engagements, upholding the protocols and welcoming the diverse Indigenous peoples that participated. səliłwətał knowledge holders Carleen Thomas and William Thomas facilitated the opening and closing of the February 2024 engagements, similarly, supporting the event protocols and fostering an inclusive atmosphere.

Facilitator

Annita Mcphee from the Tahltan Tlingit First Nations facilitated and created safe spaces during the engagements event.

Witnesses

The November 2023 engagements featured testimonies from Dionne Paul of the Shishalh and Nuxálk Nations, Luu Algaxit Tsimx̓sbiist Angela Sterritt Lax Gibuu Wilps wwi K’aax of the Gitxsan Nation, Chief Matthew Azak of the Nisga'a Nation, and City of Vancouver Councilor Christina Boyle third generation settler, Irish, English, and Scottish. The February 2024 engagements featured observations from Adrian Levesque of the O-Pipon-Na-Piwin Cree Nation, Darnell Stager Ts’msyen from Kitsumkalum and S’tat’imc from Lil’Wat Nation, Norm Leech T’it’q’et community of the St’at’imc nation, and Clifford White of the Gitxaala Nation.

Participants

2023 saw 50 participants engage meaningfully in our discussions. 2024 engagements included 84 participants, reflecting increased community involvement.

Caterers and Community Centers

The two in-person events were held at Creekside Community Centre and the Vancouver Aboriginal Friendship Centre Society (VACPC). Potluck Caterer and the VACPC Caterer enriched our gatherings with their culinary contributions.

City Departments

City staff supported event planning, data collection and analysis, as well as edits to the Final Report: Office of the City Manager; Civic Engagement and Communications; Engineering

Services; Arts, Culture, and Community Services; Vancouver Library Board; Board of Parks and Recreation. A council member from the Mayor's Office witnessed an in-person event.

Background

What is [UNDRIP](#), [DRIPA](#), [UNDRIP Act](#), and the City of Vancouver [UNDRIP Strategy](#) [The United Nations Declaration on the Rights of Indigenous Peoples](#) (UNDRIP) was officially adopted by the UN General Assembly on September 13, 2007. This milestone reflects the enduring advocacy of Indigenous Peoples in Canada and globally, who have steadfastly asserted their inherent rights on their traditional territories. These rights stand as a testament to the resilience of Indigenous communities in the face of colonial systems that historically encroached upon their sovereignty. It's essential to recognize that Indigenous rights precede the establishment of colonial governments. UNDRIP came about because Indigenous Peoples and representatives from different countries worked together within the United Nations to make it happen.

Today, [UNDRIP](#) is the most comprehensive international instrument on the rights of Indigenous Peoples. It establishes a universal framework of minimum standards for the survival, dignity and well-being of the Indigenous Peoples of the world and it elaborates on existing human rights standards and fundamental freedoms as they apply to the specific situation of Indigenous Peoples, including self-determination and free, prior, and informed consent.

Both the federal government and the Province of British Columbia have enacted legislation to formally endorse UNDRIP and initiate the process of aligning existing legislation with its principles. Canada ratified [UNDRIP](#) in 2016 and passed the [United Nations Declaration on the Rights of Indigenous Peoples Act](#) (UN Declaration Act or CANDRIP) in 2021. In 2022 Canada released the [UN Declaration Action Plan](#). BC passed the [Declaration on the Rights of Indigenous Peoples Act](#) (The Declaration Act) in 2019. BC released the [Declaration Act Action Plan](#) in 2022. The City of Vancouver was an early adopter of UNDRIP – a [motion to endorse UNDRIP](#) was first passed in February of 2013. In 2021, Vancouver Council would provide further direction to staff to work with the local Nations to bring together an intergovernmental task force on the implementation of UNDRIP in the city of Vancouver.

Musqueam Indian Band, Squamish Nation, Tsleil-Waututh Nation and the City of Vancouver initiated the [UNDRIP Task Force in 2021](#) and began a unique collaborative process to develop a joint implementation strategy. In 2022, after over a year of collaborative work, the Task Force released their report, [The UNDRIP Strategy](#), adopted by the Councils of all four partners. There are 79 “Calls to Action” in the Strategy that outline specific actions to implement and uphold UNDRIP at the city level. The Strategy acknowledges the unique rights of Musqueam, Squamish, and Tsleil-Waututh as well as the importance of engaging and working with the diverse urban Indigenous communities living within the city.

Two key calls to action stemming from the Strategy reflect the need for the city to establish a process to engage the diverse urban Indigenous community members in Vancouver:

Foundational Calls to Action 6

“In consultation with Musqueam, Squamish, and Tsleil-Waututh, develop processes to continue to build relationships with the diverse Indigenous populations living in the city and support their rights as Indigenous persons. Include capacity funding for this community-engaged work.”

Call to Action 4.13 Involvement and Voice of the Diverse Indigenous Populations Living in the City

“In consultation with Musqueam, Squamish and Tsleil-Waututh, create processes for the diverse Indigenous populations living in the city to be represented in decisions which impact their lives, including access to services, quality of life, and reflection in community.”

Through the establishment of this engagement process, the City aims to honor the voices and perspectives of diverse urban Indigenous community members while fostering meaningful relationships and recognizing their essential and ongoing contributions to the City. Spearheaded by the Indigenous Relations team at the City, this engagement initiative has received support from Reconciliation planners, UNDRIP leaders and champions from within the City staff and Council teams and dedicated civic engagement personnel.

UNDRIP Strategy Urban Indigenous Engagements 2023-2024

Four engagement sessions were conducted with the diverse Indigenous peoples living and working in Vancouver, consisting of two online events held on November 22, 2023, and February 8, 2024, respectively, and two in-person gatherings on November 28, 2023, and February 10, 2024. The purpose was for participants to provide feedback on the City of Vancouver UNDRIP Strategy through Talking Circles, offering insights on their priorities, and how they wish to be represented and engaged with by the City. Members from the Urban Indigenous population were called to witness at each in person engagement.

At the in-person events, the witnessing ceremonies followed protocols of the speaker present. November events were conducted with Squamish protocols and February were conducted with Tsleil-Waututh protocols. The upcoming Final Summit April 27, 2024, will be conducted with Musqueam protocols.

Inviting Participants

City staff began the work of urban Indigenous engagement by compiling a comprehensive list of Indigenous and non-Indigenous organizations and stakeholders engaged in programming to support the needs of Indigenous peoples. This list comprised grassroots groups, community leaders, and urban Indigenous individuals. Over 150 individual email invitations were dispatched, each containing a private link to a dedicated urban Indigenous UNDRIP engagement

site on the City of Vancouver's [Shape Your City](#) platform. Recipients were encouraged to register and sign up for future events and updates through this platform.

City staff reached out to engage directly with participants from West Coast Night, Powwow night, and Indigenous participants at the Britannia Elders center. Carnegie staff supported Indigenous community members to participate and arranged for Elders from their advisory to attend. In addition, Indigenous city staff disseminated invitations and information via their social media platforms, including Twitter, LinkedIn, Instagram, and Facebook and invitations were shared via the City of Vancouver's social media channels.

Formal invitations were extended to the City of Vancouver Urban Indigenous Peoples Advisory Committee (UIPAC) and the Missing Murdered Indigenous Women and Girls and Two-Spirit (MMIWG2S) Advisory Committee, resulting in the attendance of many members. Furthermore, the invitation was posted on the Exchange Inner City (EIC) Community Gatherings, Resources, and Jobs Newsletter. Through these outreach efforts, we were able to connect with over 200 Urban Indigenous community members, with 176 unique contacts recorded who responded to the invitation, though some were unable to attend the events.

How we collected the data

The November 2023 engagements commenced and concluded with insights shared by Squamish knowledge holders, while the February 2024 sessions were initiated and wrapped up by Tsleil-Waututh knowledge holders. Speakers from these communities imparted knowledge about their territories and protocols, extending a warm welcome to all participants. Food and refreshments were served to participants. Providing and sharing food is customary with many Indigenous Peoples, it fosters connection with a gesture of caring to nourish each other's mind/body and soul, food as medicine.

An Indigenous consultant who is well known across Canada and is proficient in the rights of Indigenous peoples on and off reserve lands facilitated all four engagements. Indigenous City staff were introduced to the participants, where they are from, and their roles within the City. The Senior Director of Indigenous Relations presented the UNDRIP Strategy to participants followed by a Q&A session. Participants were then invited into Talking Circles to introduce themselves and discuss the three questions posed around the diverse priorities of Indigenous people, representation and engagement.

The engagement sessions were held at community centers, strategically chosen for their central locations and proximity to transit hubs, including SkyTrain stations. The initial venue was Creekside Community Centre. Feedback indicated a preference for hosting the engagements in Indigenous-specific spaces. Consequently, the subsequent session was planned at the Vancouver Aboriginal Friendship Centre, a historical hub for diverse Indigenous services and supports, honoring its significant role in the community.

The information was gathered from participants using methods that focus on Indigenous perspectives and challenge colonial ways of thinking. Methods include the use of “Talking Circles” where participants could have more fulsome discussions about their priorities. This approach promotes the inclusion of traditional methods of storytelling that are commonly used by Indigenous communities to gather and share information.

Agenda

- Refreshments and Food
- Welcoming from a Squamish and Tsleil-Waututh Nation member
- Introductions following Indigenous protocols
- Presentation
- Q&A
- Talking Circles - Breakout Sessions
- Closing

During the Talking Circles, participants were encouraged to explore the four themes of the City of Vancouver UNDRIP Strategy outlined below. They were then prompted to respond to three key questions: What are your priorities as an Indigenous person? How do you want to be represented at City Hall? How do you want to be engaged with by the City?

Four Themes of the UNDRIP Strategy:

Theme 1: Social, Cultural, Economic Wellbeing

Theme 2: Ending Indigenous-Specific Racism and Discrimination

Theme 3: Self-Determination and Inherent Right of Self-Government:

Theme 4: Rights and Title of Indigenous Peoples

Indigenous and non-Indigenous City staff supported the collection of the data by facilitating the Talking Circles and conversations and by taking notes. The discussions covered a broad range of topics, and all the information was documented, including details that fell beyond the City's authority.

At the end of each event, surveys were given to participants, and their feedback helped engagement staff improve the engagement experience for the following events. City staff also held debriefs after each event to discuss how it went, what we learned, and what could be done better next time.

Data Review and Analysis

Staff convened weekly meetings to collectively review and analyze the gathered data, ensuring thorough documentation of participant voices within the summary of key points and

recommendations. Subsequently, the data underwent categorization into thematic groups to align with the four themes of the City of Vancouver UNDRIP Strategy and to identify any notable outliers.

Qualitative Insights and Thematic Analysis

A substantial portion of the data consisted of participants' statements outlining their priorities as Indigenous peoples, along with their preferences for representation and engagement. Additionally, the data contained narratives providing qualitative insights, which are particularly significant in Indigenous contexts, where storytelling serves as a crucial means of transmitting intergenerational knowledge. Within these narratives, key points often intersected with multiple thematic areas, addressing issues such as housing, employment, discrimination, and education within a single narrative.

The themes derived from the data encapsulate the concerns, needs, and suggestions voiced by the diverse Indigenous people during the engagement sessions. These themes shed light on a varying range of social, cultural, and administrative issues, underscoring the imperative for attention and action.

Priorities of the diverse Indigenous Participants

Key points and themes emerged from the question "What are your priorities as an Indigenous person?" These themes below reveal a complex and multifaceted set of priorities for the diverse Indigenous peoples who live and work in Vancouver, reflecting deep concerns over "on and off reserve" Indigenous and inherent rights and responsibilities, justice, cultural visibility, safety, access to land and greenspace, and systemic change.

UNDRIP as a Guiding Framework

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) is a vital framework for guiding engagement and policy-making and forms the basis of the City's approach to engaging with the diverse Indigenous people living in Vancouver.

Recommendation:

- The City of Vancouver incorporate both the 2007 United Nations Declaration on the Rights of Indigenous Peoples and the 2022 City of Vancouver UNDRIP Strategy as guiding frameworks when engaging and collaborating with the diverse Indigenous people residing in Vancouver.
- It's imperative to uphold the principles and articles outlined in the 2007 UNDRIP, including Article 3, which emphasizes self-determination; Article 8, protecting against assimilation, rights erosion, and forced integration; Article 18, advocating for Indigenous participation in decisions affecting their lives; and Article 22 which speaks to gender and other intersections being free from violence.

Indigenous rights and Self-determination

One of the issues highlighted both in the collected data and in the contributions of one of the Indigenous engagement witnesses revolves around the assertion that decisions regarding urban Indigenous rights do not rest solely with the City of Vancouver, the Province of British Columbia, or the Canadian government. Concerns stem from the historical legislation of the Indian Act, which delineated rights for Indigenous Peoples based on various factors including reserve residency. Under this framework, historically Indigenous individuals forfeited their rights upon leaving the reserve. This is not the case today.

Indigenous peoples living off their traditional territories assert that their rights and responsibilities are inherent and extend beyond reserve boundaries. While acknowledging the importance of respecting Indigenous Nations' territories and land-based rights, they emphasize that their broader cultural, spiritual, and rights to culturally relevant supports and services accompany them off government imposed reserved lands such as the ability to participate in the trade of cultural goods/items.

Recommendation:

- City of Vancouver make a declaration or accord publicly announcing their commitment to relationship building, cooperation, and dedication to supporting and uplifting the diverse Indigenous populations living in Vancouver (Action Group 5)

Relationships with the diverse Indigenous people living in the City and the Musqueam, Squamish, and Tsleil-Waututh

The data underscores the necessity for autonomy in defining and managing the relationships among the diverse Indigenous peoples living in the City and the Musqueam, Squamish, and Tsleil-Waututh Nations. Participants advocated for a self-determined approach, free from governmental interference, but with governmental support which could include capacity funding and coordination of meetings. There could also be an opportunity to determine the relationship within the friendship accord's creation. Additionally, City staff could scope out what type of support could be offered if this recommendation is endorsed by MSTV.

Notably, several of the Indigenous engaged participants residing in these territories are Indigenous to surrounding areas. A concern was raised at the engagement that in the absence of the City of Vancouver's government, they would have traditionally had relations of some sort directly with the Musqueam, Squamish and Tsleil-Waututh Nations. Many participants were grateful to have the events opened with protocols of the Musqueam, Squamish, and Tsleil-Waututh Nations to ground them with the ancestral teachings and oral histories.

Recommendation:

- Provide an opportunity for the diverse Indigenous peoples living in the City of Vancouver to communicate with the Musqueam, Squamish and Tsleil-Waututh Nations and share their concerns, opportunities to collaborate, and build solidarity.
- Provide funding for more City staff to engage Musqueam, Squamish, and Tsleil-Waututh speakers to open and provide teachings at city led events.

Cultivating Allyship and Addressing Bias

The data points to a desire for building partnerships and collaborative efforts between the City of Vancouver, the diverse Indigenous people living in Vancouver, and stakeholders to address common goals and challenges, reinforcing the importance of allyship in achieving meaningful change.

Recommendation:

- City of Vancouver educate all City staff on the displacement of urban Indigenous peoples due to colonization and educate staff on current issues such as lack of housing and employment on reserve lands, and anti-Indigenous racism (Action Group 3)
- City venues provide support for urban Indigenous led events and reduce barriers (Action Group 6).

Quality Health Services

The data highlights the importance of accessible, trauma informed, and culturally competent health services provided and supported by the City. Some of these recommendations are outside the City's jurisdiction but there may be opportunities for the City to advocate and support.

Recommendation:

- Support the establishment of additional Indigenous-centered treatment centers and detox programs in the City of Vancouver.
- Enhance Indigenous liaisons within City led/supported health services.
- Adopt a Public Health approach rather than punitive measures, avoiding incarceration for low-level offenses.
- The city should provide increased and improved city-wide mental health services for parents (including foster parents) whose children are dealing with mental health challenges. This includes ensuring enough space and funding for these services and removing obstacles such as zoning regulations. Additionally, the city should collaborate with health service organizations to enhance support for families in need.

Access to Long term and Affordable Housing

There is a significant focus on providing access to long-term, affordable housing for Indigenous peoples, recognizing diverse Indigenous family structures by creating spaces that accommodate

multigenerational living arrangements. This includes ensuring supportive housing units where grandparents and youth over 18 can live with their families.

Recommendation:

- Reduce red tape for supportive and market priced Indigenous housing developments.
- Ensure supportive housing units accommodate multi-generational living arrangements.
- More affordable housing offered (Action Group 7).
- More human support and funding to locate and secure safe, affordable housing and stable housing.

Public Safety

The qualitative data highlights participants perceptions and experiences on issues they face in the “day to day” such as: lack of safe spaces, and heightened gender-based violence and lateral violence and discrimination towards Indigenous people in public spaces, within private businesses and from private security companies.

Recommendation:

- Racial Profiling, Cultural Safety and Trauma Informed training for all city staff who work with the public. Incentivize or encourage all businesses (i.e. retail stores and security company personnel) by utilizing levers such as permitting and licensing and offering new resources. This could be applied to all Canadians as well as newcomers when they enter Vancouver.
- Implement a City-Wide alert for MMIWG2S and MMIP (harmonize work with province on red alert).
- Prioritize the support, identification and advertisement of safe spaces/havens (i.e. 311 and social media) for Indigenous people, it could look like the “Neighborhood Watch” program from the 70’s and 80’s.

Education and Training

The stories that participants shared demonstrate that many people in mainstream society don't really understand Indigenous culture and knowledge. It also shows that there are a lot of wrong ideas about Indigenous people out there, and there is a need to teach people the truth to fix these wrong beliefs. There is also a call for education and training opportunities for Indigenous peoples.

Recommendation:

- City of Vancouver to educate all city staff on “understanding Indigenous protocols 101” Not all protocols are the same and if staff do not understand they may offend an elder (e.g. giving tobacco to an elder who does not use that medicine traditionally) (Action Group 3).

- More opportunities for Indigenous people to learn and practice their own culture and learn their diverse histories.
- Provide opportunities for people living in Vancouver to learn about the rights and histories of Musqueam, Squamish, and Tsleil-Waututh and how they are upheld and recognized at the municipal level.
- Ensure all City staff, City leadership and City Council receive training specific to the Musqueam, Squamish and Tsleil-Waututh as well as to the experiences of the diverse Indigenous peoples living in Vancouver. This training should not only be about transferring knowledge but also about fostering mutual understanding and respect, paving the way for more effective and meaningful collaborations (Action Group 3).

Representation of Indigenous Peoples in the City of Vancouver

The data on how the diverse Indigenous people living in Vancouver wish to be represented at the City of Vancouver highlights several key themes and recommendations on how to advance their goals within the city of Vancouver.

Recognition of Diversity

Recommendation:

- Acknowledge the diverse Indigenous peoples living in the City and stress the importance of legislation like UNDRIP in driving positive change. This is not just about having a seat at the table; it's about reshaping the table itself to be inclusive, respectful, and reflective of the diverse Indigenous voices, histories, and futures.
- Reduce power dynamics in processes such as rotation of consultants, and caterers through more transparent procurement processes.
- Reduce barriers and increase communication of opportunities where Indigenous people can address Council directly.

Indigenous Embassies – Collective of Representative Bodies

Recommendation:

- Support and fund the establishment of a cultural hub of individual Indigenous Nations. This hub could be created with the same idea as Embassies. The purpose is to facilitate support from Individual nations to their off-reserve nation members. Activities could range from resource distribution, community support, representation, and engagement. There could be an opportunity for funding to flow to off-reserve members through this initiative.
- Provide opportunities to bring diverse Indigenous peoples in Vancouver together with knowledge holders and Elders.

Focus on Various Intersections of Marginalization

Recommendation:

- The City should address (within above noted Friendship Accord) the overrepresentation of Indigenous peoples in incarceration, childcare, homelessness, poverty, and substance use as an outcome of harmful policies such as the Indian Act. Include this context within training and education curriculums on Indigenous histories in Canada.

Visual Representation and Cultural Visibility:

Recommendation:

- Poster campaigns increasing visibility and showcasing the diversity of Indigenous people who are living and working on the unceded, ancestral, and traditional territories of the Musqueam, Squamish, and Tsleil-Waututh. I.e. Poster campaign, “ey sweyel!”
- With permission of Musqueam, Squamish, and Tsleil-Waututh include diverse Indigenous languages in specific areas (high density areas with diverse Indigenous people) within the city to raise visibility of the diversity of Indigenous people residing in Vancouver (participants mentioned space for Indigenous like the [Punjabi market](#) - street names are in Punjabi)
- More visuals of the diverse Indigenous people in social media posts by City of Vancouver – Success stories and how the City of Vancouver collaborated and provided support (Action Group 9).

City led Committees and City Hall

Recommendation:

- Ensure Indigenous Elder and youth positions on all committee’s especially UIPAC.
- Reevaluate the structure of UIPAC to maximize impact.
- Investigate mechanisms to improve ongoing connections and accountability of UIPAC to the Indigenous community as well as with Indigenous-led organizations.

Engagement with the Diverse Indigenous People in Vancouver

The data on how the diverse Indigenous peoples living in Vancouver want to be engaged by the City of Vancouver underscores a desire for meaningful, respectful, and inclusive engagement processes. These are built on a foundation of mutual respect, acknowledgment of rights and cultures, and a commitment to tangible outcomes. Key points and recommendations derived from the data:

Acknowledgment of Population Diversity:

Recommendation:

- The engagement approach should consider the diverse origins and identities within the diverse Indigenous people living in Vancouver, recognizing the unique perspectives of

those who are from local First Nations, those living off-reserve or off traditional territories, and individuals who have joined the community through marriage or other means.

Accessibility and Inclusivity

Recommendation:

- Make engagement opportunities accessible to all Indigenous people
- The city needs to do more work to explain UNDRIP Strategy in plain language and to give more time for discussion around this topic
- City proactively reach out and be present in spaces where Indigenous peoples feel comfortable and can easily participate. City leaders attend engagements.
- Hire Indigenous influencers. Make videos (TikTok) of Indigenous staff explaining the UNDRIP Strategy to share on social media.
- Do in person outreach and give out by hand postcard invitations to future engagement events. Also use email, texts, in person meetings and forums, etc. for recruitment and outreach.
- Offer childcare, transportation for elders and those with different abilities, and substantive support during the events.

Participation and Representation

Recommendation:

- "Nothing about us without us,"- involvement of Indigenous peoples in every stage of engagement—from initial discussions to the implementation and review of outcomes. The participants call for non-tokenistic, continuous, and meaningful participation that respects Indigenous self-determination and decision-making.
- Offer incentives and honoraria for engagement

Transparency and Communication

Recommendation:

- The City be open and clear about its engagement processes, intentions, and how input from Indigenous communities will be used. Transparency is crucial for building trust and ensuring that engagement is seen as genuine rather than performative.
- Create a menu of options of future engagements that Indigenous people can access online on platforms such as Shape Your City website.
- Create an easy-to-read handout of the City's UNDRIP Strategy
- Track promises and commitments' that are made at these events and progress.
- Track implementation actions that emerged from the engagement and let urban Indigenous peoples know how their feedback is being used.

- Report back on how work is moving forward with Urban Indigenous peoples and next steps.

Alignment of Processes and Outcomes

The participants highlight concerns that the engagement process and the actual outcomes may not align, potentially leading to misunderstandings or unmet expectations.

Recommendation:

- Clear communication about how decisions are made and how community input influences outcomes, ensuring that the process is designed to faithfully translate Indigenous peoples' contributions into tangible actions and results.
- Utilize an Indigenous centered approach that respects and integrates diverse Indigenous cultures, values direct and inclusive communication, and seeks systemic change through informed policy-making and genuine collaboration.
- After each engagement follow up with a survey for feedback as well as an additional follow up regarding how gathered data is going to be used to inform decisions

[Recommendations for the Final Report.docx \(sharepoint.com\)](#)

Next Steps and Action Items

1. Present findings to the MSTV (Musqueam, Squamish, Tsleil-Waututh, and Vancouver) Intergovernmental Table for review and discussion.
2. Develop an Indigenous Engagement Strategy based on the findings and recommendations from the 2023-2024 UNDRIP Strategy Engagements and validate strategy and implementation options through further engagement with community.
3. Facilitate training sessions for City staff on utilizing the engagement framework effectively once developed.
4. Enhance the Shape Your City website by updating content to include visuals depicting the City's organizational structure and departments. This will help community members better understand the City's jurisdiction and responsibilities, distinguishing them from other governing bodies. Many community members currently lack clarity regarding what falls under the City's authority versus other boards or levels of government.